



## MINUTES

### BOARD OF EQUAL RIGHTS COMMISSIONERS May 20, 2016 at 2:00 PM in Room 301A of City Hall

#### **Present:**

Marquette Baylor  
Mayhoua Moua  
Jeffery Roman, Chair

Maria Monteagudo, Employee Relations Director (DER)  
Kristin Urban, Human Resources Compliance Officer (DER)  
Sharon Robinson, Administration Director (DOA)  
Steve Mahan, Block Grant Director (DOA)

#### **Absent:**

Aldira Aldape  
Chez Ordinez, Co-Chair

**Commissioner Roman commenced the meeting at 2:42 p.m.**

#### **1. Approval of minutes from the December 2, 2015 ERC meeting.**

Commissioner Moua moved approval of the minutes; the motion was seconded by Commissioner Baylor. The minutes were approved unanimously.

#### **2. Status Report regarding hiring the ERC Specialist**

Ms. Robinson explained that the Equal Rights Specialist position is in the DOA and this individual will provide administrative support to the ERC. The position was added to the 2016 budget, which became effective January 1, 2016. The position was classified and exempted by the City Service Commission and the Common Council approved the classification in February and March of 2016, respectively. Ms. Robinson said that the ER Specialist is part of a broader infrastructure related to community engagement, empowerment and racial inclusion, with a focus on black boys and men of color. A number of new positions are part of this racial inclusion infrastructure. Ms. Monteagudo distributed a copy of the ER Specialist job announcement. Ms. Robinson said that she is considering candidates at this time and will likely have the new ER Specialist in place by the end of June 2016. Commissioner Baylor stated that there are two vacancies on the ERC. Ms. Robinson said she would work with the staff in the Mayor's Office to fill the vacancies on the ERC.

#### **3. Status regarding transition of ERC from the DER to the DOA.**

Ms. Robinson said she would work with Ms. Monteagudo and Ms. Urban on issues related to past ERC records, transition of the website and Enotify list as well as a general orientation for the ER Specialist.

#### **4. Discussion regarding ERC priorities/agenda for the year.**

Ms. Monteagudo said that the ERC has a key opportunity to make a difference, including working with the Fire and Police Commission Executive Director on community outreach as well as with personnel in the DOA on the Black Male Achievement and My Brothers' Keeper initiatives. Ms. Monteagudo suggested that the new ER Specialist and the ERC review the Strategic Plan that the ERC approved in 2015 related to community engagement (i.e. working with the Executive Director of the Fire and Police Commission) and accountability. Ms. Monteagudo mentioned that FPC Executive Director MaryNell Regan is looking forward to working with the ERC on community outreach; Ms. Monteagudo also mentioned that the ER Specialist will work on HUD-related issues. Commissioner Baylor stated that the work that the ERC has done related to accountability (Chapter 109) and strategic planning is well-documented.

Commissioner Roman suggested that the ERC again hold monthly meetings of both the body as a whole and of the Accountability and Community Engagement subcommittees. Ms. Urban mentioned that several of the current Commissioners terms have expired. Commissioner Roman suggested having someone from the Mayor's Office attend the next meeting to discuss the status of the ERC appointments.

Commissioner Baylor suggested holding an ERC retreat in the Fall of 2016 to discuss revising the strategic plan and the interaction between the ERC and the new positions in the DOA. Commissioner Moua suggested that the two vacancies on the ERC should be filled prior to a retreat. Ms. Monteagudo said that if the current ERC members know individuals who want to serve on the ERC, those individuals should send their resumes to Oscar Tovar in the Mayor's Office.

Following a discussion amongst the ERC, Ms. Monteagudo and Ms. Robinson, the ERC determined that the tentative agenda for the next two meetings will be as follows:

June 16, 2016 at 2:30 p.m.: 1. Update regarding ERC 2016 budgetary funds and use (funds may have been held over from 2015); 2. Discuss Strategic Plan drafted in 2015 3. Oscar Tovar of the Mayor's Office to discuss appointments to ERC 4. Clifton Crump of the Fire and Police Commission to discuss community engagement.

July 20, 2016 at 2:30 p.m.: 1. Discussion regarding 2017 City of Milwaukee Budgetary Process (representative from DOA- Budget) 2. Violence Reduction and Prevention Program Director Reggie Moore of the Milwaukee Health Department to discuss initiatives 3. Community Engagement and Achievement Collaborative Manager to discuss initiatives.

Ms. Monteagudo suggested using a facilitator for the August or September 2016 strategic planning retreat.

#### **5. Announcement by Commissioners on upcoming community activities:**

Commissioner Roman introduced Mr. Tony Snell of the production committee of PrideFest. Mr. Snell stated that he is interested in serving on the ERC. Mr. Snell invited the ERC to attend PrideFest, which is June 10-12, 2016; the opening ceremony is at 3:30 on the PrideFest grounds.

The Black Health Coalition June 4, 2016 Walk for Health walk begins at 10 and starts at the Milwaukee Urban League.

The Hmong National Development Organization national conference will be in Milwaukee in April of 2017 at the Hyatt Regency (800-1000 people from across the county are expected).

**6. Next meeting date and time:**

The ERC will next meet on Thursday, June 16, 2016 at 2:30 p.m. – location to be determined.

**7. Adjourn:**

Commissioner Baylor moved to adjourn the meeting; Commissioner Moua seconded the motion. The meeting was adjourned at 3:45 p.m. by a unanimous vote.